

VICINAGE I/ EEO/AA ADVISORY COMMITTEE:



The EEO/AA
Advisory
Committee
was established
in March 2001.
It is comprised

of a cross-section of Vicinage employees in terms of race, gender and job title. The members are appointed by the Assignment Judge, and are committed to the mission of the EEO/AA program.

The Committee:

- acts as an advisory body to the AJ, TCA and EEO/AA Officer regarding the Vicinage's EEO/AA Program;
- serves as a forum for employees to raise general questions concerning the EEO/AA Program;
- meets regularly with the EEO/AA Officer to provide guidance and advice on various aspects of the EEO/AA Program; and
- reviews the Judiciary EEO/AA Master Plan, Vicinage EEO/AA Implementation Plan and Vicinage Workforce Analysis for recommended improvements.
- identifies availability of training and recommended training standards in the areas of EEO/AA, Sexual Harassment and Cultural Diversity

Members of this committee include employees from Atlantic and Cape May Counties.

VICINAGE I/ ATLANTIC AND CAPE MAY COUNTY



Atlantic County
Civil Courts
Building

Atlantic County
Criminal Court
Complex

Cape May
County Court
House

Should you have questions, issues, concerns or complaints relating to the EEO/AA Program, please contact:

Sandra Rodriguez
Vicinage I/ EEO/AA Officer

Phone: 609-594-3449

Fax: 609-343-2232

Email: sandra.rodriguez@judiciary.state.nj.us

Mailing Address:
Civil Courts Building
1201 Bacharach Blvd.
Atlantic City, NJ 08401

Or Visit our Web site:
www.njcourtsonline.com



THE SUPERIOR COURT OF NEW JERSEY

VICINAGE I/ ATLANTIC AND CAPE MAY COUNTIES



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM

HON. JULIO L. MENDEZ,
ASSIGNMENT JUDGE, SUPERIOR COURT

HOWARD H. BERCHTOLD, JR.,
TRIAL COURT ADMINISTRATOR

SANDRA RODRIGUEZ, EEO/AA OFFICER

INTRODUCTION

The New Jersey Judiciary is dedicated to the principles and goals of fairness, equality, courtesy and respect for all individuals. These objectives are the cornerstones of activities and operations in the court system and embody the Judiciary's commitment to equality under law and fairness in the administration of justice.

The EEO/AA Program is promulgated in three documents available to the public. They are Judiciary's EEO/AA Master Plan, the Vicinage EEO/AA Implementation Plan, and the Judiciary's Policy Statement on Equal Employment Opportunity, Affirmative Action and Anti-Discrimination.

WHAT DOES EEO/AA MEAN?



EQUAL EMPLOYMENT OPPORTUNITY ("EEO"):

Equal employment opportunity includes, but is not limited to, the right of an individual to receive fair and

qual treatment with regard to recruitment, selection, hiring, training, promotion, transfer, work environment, layoff, return from layoff, compensation and fringe benefits.

Affirmative Action ("AA"): Affirmative Action is defined by the Judiciary as any measure undertaken by the Judiciary beyond simple termination of a discriminatory practice to correct or compensate for past or present discrimination or to prevent discrimination from recurring in the future.

NJ Judiciary's Policy Statement on Equal Employment Opportunity, Affirmative Action and Anti-Discrimination:



Based on Federal and State anti-discrimination laws, the Judiciary has policies in place that prohibit harassment and discrimination against employees and members

of the public, based on the following 17 protected categories:

- race
- color
- age
- creed
- marital status
- religion/religious practices or observances
- sex
- national origin/nationality
- domestic partnership status
- disability or perceived disability
- affectional or sexual orientation
- atypical hereditary cellular or blood trait
- genetic information
- gender identity or expression
- civil union status
- status as a disabled veteran, or veteran of the U.S. Armed Forces, or liability for service in the U.S. Armed Forces.

The Judiciary also prohibits retaliation against any person who complains of or assists in the investigation of a discrimination/harassment complaint.

VICINAGE EEO/AA PROGRAM

Consistent with the Judiciary's Master Plan, the Vicinage EEO/AA Officer is responsible for the implementation of the Vicinage EEO/AA Program.

The EEO/AA Officer:

monitors Vicinage employment practices and procedures on a continuous basis;

investigates claims of discrimination and/or sexual harassment;

attempts to resolve complaints informally;

develops the Vicinage EEO/AA Implementation plan and continues to review the plan and revise as needed;

prepares Vicinage workforce data;

provides training on topics related to EEO/AA; and

chairs Vicinage EEO/AA Advisory Committee.

For additional information regarding the EEO/AA Program, including how to file an EEO Complaint, contact the Vicinage EEO/AA Officer.